

The Road to Success:

The inspiring story of how Mohammad Saleem, Manager of the Consumer Products Division, navigated his way through the Packages career path

In a company as oriented to the development and growth of its employees as Packages, there is no lack of stories relating to their achievements. However, some of these are so outstanding that they require special mention and the case of Muhammad Saleem, Manager of the Consumer Products Division, is just one of these. Born to rather humble parents in July 1946, he was the third child in a large family of seven sons and three daughters. Constrained financial conditions at home compelled him to seek permanent employment after completing his matriculation and he joined Packages as a stenographer in 1965. This was undoubtedly the smartest move he could have made, since the company not only acknowledged his desire for further studies by adjusting his working hours where possible, but also gave him due credit when he improved his qualifications. He got his F.A. and B.A. degrees in 1966 and 1968 respectively, both as a private student, and was soon promoted to Planning Assistant in the newly created Planning Department of the Pulp, Paper and Board Mill. As the sole member of this department, he was responsible for production planning of the paper and board manufacture and its subsequent treatment in the Finishing House. In 1970, Saleem enrolled for a Master's Degree in Administrative Science (M.A.S.), but had to discontinue in 1971 as first the university closed down and then some matters of the heart intervened – he got married in 1974. At the same time, he and his department kept on growing along with the increasing workload and he was promoted to Assistant Planning Officer in 1971, Planning Officer in 1973 and Senior Planning Officer in 1978. Being a senior company officer and a happily married man, he could have been content with his lot but instead, he was acutely aware that his mission in life was still unaccomplished. He resumed his education at the first available opportunity in 1981, when his son was in first grade. He acquired his M.A. (Economics) Degree by the end of the year and opted to be transferred to the Marketing Department of the company in 1982 as a Senior Sales Officer, where he was promoted to Regional Sales Manager in 1984. When the management decided to establish a Consumer Products Division, he was chosen to head it and was elevated to the position of Consumer Products Manager, a position that he is holding till today to the entire satisfaction of the organization.

When he joined the company in 1965 Saleem was placed in grade V, a grade meant for supervisors and stenographers. Today, he is a manager of grade M3, the highest ranking in the company short of senior managers. His story is a fitting example of how an individual and a progressive organization can advance together through mutual support and goodwill.